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Gp/252 11-06-01

PATENT  
Attorney Docket No. P04361US1

THE UNITED STATES PATENT AND TRADEMARK OFFICE  
APPLICANT: Bonnstetter, et al. Group Art Unit: 2152  
SERIAL NO: 09/760,145 Examiner: N/A  
FILED: January 12, 2001 Confirmation No:  
TITLE: NETWORK BASED DOCUMENT DISTRIBUTION METHOD

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**INFORMATION DISCLOSURE STATEMENT  
FILED WITHIN THREE MONTHS OF FILING OR  
BEFORE MAILING OF FIRST OFFICE ACTION (37 C.F.R. § 1.97(b))**

Assistant Commissioner for Patents  
Washington, D.C. 20231

Dear Sir:

This information disclosure statement is being filed within three months of the filing date of the application or date of entry into the national stage of an international application or before the mailing date of a first Office Action on the merits, whichever event occurs last.

Attached are Forms PTO/SB/08A and 08B (formerly Form PTO-1449) listing the relevant art known to the applicant herein. The Examiner is requested to consider the references and make them of record. This application relies under 35 U.S.C. S119(e) on the earlier filing date of prior application Serial No. 60/176,420, filed January 14, 2000.

Applicant also has a pending U.S. Patent Application Serial No. 09/479,646 filed January 7, 2000, based on Provisional Application Serial No. 60/115,300, filed January 8, 1999, entitled "POSITION ANALYSIS SYSTEM AND METHOD".

Applicants submit herewith patents, publications or other information, of which they are aware that they believe may be material to the examination of this application, and in respect of which, there may be a duty to disclose. Legible copies of all items listed in Forms PTO/SB/08A

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CERTIFICATE OF MAILING

I hereby certify that the above correspondence was mailed to the Assistant Commissioner for Patents, Washington, D.C. 20231, as First Class mail, postage prepaid, this 24<sup>th</sup> day of August, 2001.

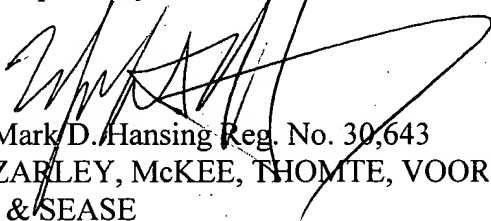
Wanda Webb  
Wanda R. Webb

and 08B (formerly Form PTO-1449) accompany this information statement, except those identified above.

The filing of this information disclosure statement shall not be construed as a representation that a search has been made (37 C.F.R. § 1.97(g)), an admission that the information cited is, or is considered to be, material to patentability, or that no other material information exists.

The filing of this information disclosure statement shall not be construed as an admission against interest in any manner.

Respectfully submitted,



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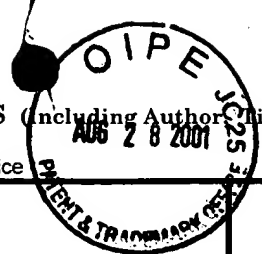
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<b>Application Number</b>	09/760,145
<b>Filing Date</b>	January 12, 21001
<b>First Named Inventor</b>	Bonnstetter, et al.
<b>Group Art Unit</b>	2152
<b>Examiner Name</b>	N/A
<b>Attorney Docket Number</b>	P04361US1

[illegible][illegible]Date  
Considered

<sup>1</sup> Unique citation designation number. <sup>2</sup> See attached Kinds of U.S. Patent Documents. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup> Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup> Applicant is to place a check mark here if English language Translation is attached.

**OTHER DOCUMENTS** (including Author, Title, Date\*\*, Relevant Pages, Place of Publication\*\*\*)  
 Form PTO/SB/08A (08-00)  
 U.S. Patent and Trademark Office



Substitute for form 1449A/PTO		Compleat if Known	
<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>  (Use as many sheets as necessary)		Application Number	09/760,145
		Filing Date	January 12, 21001
		First Named Inventor	Bonnstetter, et al.
		Group Art Unit	2152
		Examiner Name	N/A
		Attorney Docket Number	P04361US1
Sheet	2	of	2

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OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS			
Examiner Initials *	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T <sup>2</sup>
		SCOTT B. PARRY, <i>Just What Is a Competency? (And Why Should You Care?)</i> , TRAINING magazine, June 1998 issue, article beginning at Page 58 (5 pages total including magazine cover).	
		ANDREW L. KLEIN, <i>Validity and reliability for competency-based systems: Reducing litigation risks</i> , global computer network download printout, Copyright 1998, "Infonautics Corporation, (11 pages total).	
		Article from USA WEEKEND entitled <i>Working Smart</i> , Oct. 2-4, 1998 edition, pp. 4-5.	
		LOMA's <i>Competency Dictionary</i> , cover page, inside cover page with 1998 copyright notice, and table of contents, and three pages therefrom (6 pages total).	
		STEPHEN C. SCHOONOVER, <i>COMPETENCIES FOR THE YEAR 2000, IA professional's Toolkit for Performance Development</i> , The Schoonover Group, Cover page, inside cover page, page I with copyright notice of 1998, page iii table of contents, back cover page listing The Schnoonover Group as publisher, (5 pages total).	
		DANIEL GOLEMAN, <i>Emotional Intelligence</i> , cover page and table of contents (3 pages total),	
		DANIEL GOLEMAN, <i>Working with Emotional Intelligence</i> , cover page and table of contents (3 pages total),	
		BRADFORD D. SMART, <i>Top grading--How Leading Companies Win by Hiring, Coaching and Keeping the Best People</i> , cover page and table of contents (4 pages total),	
		<i>Performance Skills Leader, Participant Package</i> , Human Technology, Inc., HRD Press, 11 pages.	
		<i>Factsheet</i> , DDI Development Dimensions International, <i>Leadership Development Through Assessment Centers</i> , copyright MCMXCIII, 2 pages.	
		MICHAEL M. LOMABRDO & ROBERT W. EICHINGER; <i>The Leadership Architect® Suite of Integrated Tools</i> , Lominer Limited, Inc., copyright 1995, , cover page, insider cover page, page 1 table of contents, pages 7-14 (11 total pages).	
		<i>Skillscape, Competency Manager™</i> , cover page, inside cover page, three additional pages (5 total pages: 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	
		<i>Skillscape, Overview of Skillscape Competency Manager™</i> , cover page, table of contents, and pages 1-15 (17 total pages); 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	

Examiner Signature	Date Considered
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\*EXAMINER: Initial if reference considered whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup> Unique citation designation number. <sup>2</sup> Applicant is to place a check mark here if English language Translation is attached.